

Union ★
Update

OPEIU
Local



For Local 8 Members at Friends of Youth

July 5, 2024

We're Preparing to Start Contract Negotiations!

We have gathered the data from our survey, held membership meetings, received vital information from management, and had our first meeting as a bargaining team. We reviewed the bargaining process and set our initial priorities. It is very important that our bargaining team is representative of all of us at Friends of Youth. We still need bargaining team representatives from the following departments:

- Administrative
- Residential Treatment Services
- Specialized Client Services

Current bargaining team members:

- Bret Stern, SUD Outreach, YFS
- Kana Hunt, Therapist, YFS
- Leslie Beckman, Rapid Rehousing Case Manager, HYS-HES
- Jenny Beuhler, Safe Place Coordinator, HYS
- Rinn Kleinman, Youth Specialist, HYS
- Tahni Nikitins, Relief Youth Specialist, OHY Hope

If you are interested in serving on the bargaining team, please contact our Union Representative Phoebe Feldsher (phoebe@opeiu8.org).

How Does Bargaining Work?

Our bargaining team is made up of our fellow union members at Friends of Youth, who represent our interests at negotiations. The goal of our negotiations is to improve working conditions and keep management accountable by creating a strong Union Contract or Collective Bargaining Agreement (CBA). Our team goes back and forth with management exchanging proposals until we reach agreement on a section, called a Tentative Agreement. Once we have a complete contract, all of us will vote whether to accept or reject it. We'll continue to send updates and hold meetings throughout the process.

We've sent several bargaining dates to the management team – we're anxious to get started! We are now waiting to hear back from the management team on their availability. Once management confirms dates, we will share that out with the rest of the union. The management team will likely consist of the Chief Financial Officer, a Human Resource representative, and a few other directors/managers as well as their attorney who will serve as their lead negotiator.

Our bargaining team can't do this alone. The stronger our union, the better our first contract will be! Keep an eye out for updates with upcoming opportunities to meet and make sure our voice is heard.

Are you interested in supporting negotiations but don't want to be on the bargaining team? Volunteer to be on our Contract Action Team! This group will provide insight into our priorities and provide critical updates to everyone.

Know Your Rights

You're a union member right now! That means that you have certain rights, even ahead of having a ratified contract. Most importantly, you have [Weingarten Rights](#)! Your Weingarten Right is your right to Union representation in any meeting you reasonably believe could lead to discipline up to and including termination. If you suspect or have been informed that a meeting is disciplinary in nature, you have the right to request a Shop Steward or Union Representative be present to advocate for you and document the interaction with management.

Shop Steward Training

Shop Stewards are vital to a strong union. Shop Stewards are union members who work with in the same bargaining unit you do (for the same employer) and volunteer

their time and energy to be a leader in the workplace by representing other members in Weingarten meetings and being available for questions about the contract and employer policies. OPEIU 8 holds regular trainings for new shop stewards. The next training is 7/16 at 6 pm via Zoom. You can sign up by using this [link](#) or sending an email to richard@opeiu8.org

Questions? Contact Union Representative Phoebe Feldsher at phoebe@opeiu8.org or 206-441-8880 ext. 119.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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